

BEFORE THE HUMAN RIGHTS COMMISSION  
OF THE STATE OF MONTANA

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JOY SIMPSON,	)	
Charging Party	)	Cause No. 0029010001
	)	
vs.	)	<b>ORDER AFFIRMING</b>
	)	<b>NOTICE OF DISMISSAL</b>
	)	
GATEWAY RECOVERY HOME,	)	
Respondent.	)	

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The above-captioned matter came before the Montana Human Rights Commission (Commission) on November 21, 2002. The Commission considered Charging Party's objection to the dismissal of the complaint. Oral argument was not requested.

After a review of the record, the Commission concludes that the Human Rights Bureau (Bureau) properly dismissed the matter. The record supports a conclusion that Charging Party, Joy Simpson, was unable to establish by a preponderance of the evidence that she had been subject to discrimination on the basis of religion or that the actions of her employer were retaliatory. *See § 49-2-504(1)(a), MCA.* Consequently, the Commission determines that the Bureau did not abuse its discretion when it issued a Notice of Dismissal. *24.9.1714(3), ARM.*

Charging Party will have 90 days after the receipt of this order to petition a district court in the district where the alleged violation occurred for the appropriate relief. *§ 49-2-509(5), MCA and 24.9.1717(5), ARM.* If Charging Party fails to commence a civil action within 90 days, the claim is time barred. *Id.*

IT IS HEREBY ORDERED, that Charging Party's objection is overruled and notice of dismissal is affirmed.

Dated this \_\_\_\_\_ day of November 2002

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Mr. Gary Hindoien, Chair  
Montana Human Rights Commission

## CERTIFICATE OF SERVICE

The undersign employee of the Human Rights Bureau certifies that a true copy of the forgoing Human Rights Commission ORDER was served on the following persons by U.S. mail, postage prepaid, on November \_\_\_\_, 2002.

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